



ADJC TODAY

The mission of the Arizona Department of Juvenile Corrections is to enhance public protection by changing the delinquent thinking and behaviors of juvenile offenders committed to the Department.

JANET NAPOLITANO, GOVERNOR

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MESSAGE FROM THE DIRECTOR

New Year Is A Time for New Directions



Interim Director Michael Branham

January is a new year, and a good time to begin work on a new direction for The Arizona Department of Juvenile Corrections.

I am pleased by the progress that has been achieved during the first three months of my tenure as Interim Director. Thanks to some hard work by a number of our staff, ADJC facilities have become safer and more secure. There is more appreciation for our mission of serving Arizona's six million residents by creating safer communities with less juvenile crime.

These first steps must be followed with a sharper focus on our future. Last month I gathered managers from throughout the agency to launch a reassessment of strategic planning for the Department, based on the existing Goals already established under the previous ADJC administration.

I have challenged these managers to flesh out these goals with a series of Objectives that are achievable, are measurable, and are tied to specific deadlines. This will be a blueprint that will be used to guide every aspect of the Department's operations.

My goal is to ensure that our Strategic Planning Process is a living document, a realistic but ambitious plan that will guide decision-making throughout ADJC. For that reason, I encourage all staff and stakeholders to provide the Department with your opinions and feedback on the process that is outlined in this edition of ADJC Today.

The initial meetings to implement this process will be followed with a comprehensive evaluation that will involve a wide array of staff. We will use this publication, along with other ADJC communication tools, to make sure that the final Goals and Objectives are shared with all affected parties.

I encourage everyone to follow this process and help us shape the future direction of ADJC as we develop our goals for the upcoming weeks, months and years. 🍀

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ADJC Begins Work on New Comprehensive Plan

The Arizona Department of Juvenile Corrections is launching a strategic planning process to serve as a guidepost for the next few months and years.

The process is being developed around the four existing Goals of the Department, as developed under the leadership of former Director David A. Gaspar.

Those four Goals are as follows:

Goal 1:

- ADJC will develop law-abiding behaviors in youth by providing an integrated array of services based on individual needs.

Goal 2:

- ADJC will create a competent and diverse workforce.

Goal 3:

- ADJC will create a safe and healthy milieu for staff and youth.

Goal 4:

- ADJC will collaborate with stakeholders to contribute to the restoration of communities, youth and families.

A detailed copy of the revised Goals and Objectives will be provided through full distribution to staff, and by posting copies on the ADJC public internet and agencywide intranet web sites.

These Goals will be supported by a series of Objectives that will lay out specific tasks for each of the four work-teams - Operations And Safe Schools; Education and Workforce Development; Agency Support; CRIPA Response Team and Legal Services. Each Objective will have a specific deadline, will be tied to a measurement to determine whether the Objective has been achieved, and each one will be designed to be achievable within a timeframe of about six months.

A detailed copy of the revised Goals and Objectives will be provided through full distribution to staff, and by posting copies on the ADJC public internet and agencywide intranet web sites. 📎

Staff Provide Holiday Help To Youth, Families

Christmas 2003 was a time of giving for employees of the Arizona Department of Juvenile Corrections. Many staff dipped into their personal resources or lined up community support to provide youth and families with food, gifts and holiday cheer.

Within the secure facilities, staff worked with volunteer organizations to provide special activities and small bags of gift items to youth. Family members were also provided with lists of approved gift items that were authorized for incarcerated juveniles. Several secure schools held contests that encouraged youth to decorate their living areas by awarding prizes for the best decoration project.

Parole office staff worked with local food banks and volunteer groups, or even spent their own money to provide food baskets, bicycles and other gifts to families of ADJC youth.

Similar efforts are conducted in connection with other holidays, where it is appropriate. If you would like to help ADJC with an upcoming holiday event, please contact the Director's Office at (602) 542-4303. 📎

ADJC Portraits of Success

The following are portraits of youth who have found their way to a successful change.

Each one of these youth have earned an Absolute Discharge from ADJC, which means they have completed secure care and have demonstrated a change in behavior after returning to their communities. Earning an Absolute Discharge is more than a rite of passage. Among other benefits, it allows a youth to ask the courts to seal their juvenile records.

James, 17, was sent to ADJC on July 31, 2002, for possession of marijuana, where he completed a six-month length of stay and was paroled to his parents' home in January, 2003.

He enrolled in an intensive outpatient substance abuse program, which he completed in May after demonstrating consistent progress. Regular testing has shown that James has remained substance-free, and he continues to participate in counseling with his parents. He has enrolled in a community college and continues to do well in his classes.

James earned an Absolute Discharge on July 27.

Mary, 17, was sent to ADJC in December, 1999, on charges of disorderly conduct, with a 12-month minimum length of stay mandated by her county juvenile court judge. During her time at Black Canyon School, Mary received her Eighth-Grade diploma, completed the Seven Challenges substance-abuse program, and the Crossroad anger-management group.

She was released from Black Canyon in December, 2000, but struggled with conditions of parole and was returned to Black Canyon's Parole Violator unit, where it was discovered that Mary was pregnant. She was released from Black Canyon in August, 2001, and gave birth to a healthy baby boy in February, 2002. Because of conflicts with her parents, Mary was allowed to live with the parents of her fiancé, who was serving overseas with the military.

Mary has attended school through a Teenage Parent Program, where she received high marks and qualified for the honor roll. She has continued to attend programs in anger management and substance abuse. She now demonstrates an ability to manage her behavior and has not tested positive for substance abuse since her re-release from Black Canyon.

She participates in an independent living program, is working at a fast food outlet while completing her education, and she is planning to marry her fiancé.

Mary received her Absolute Discharge in August.

Paul, 17, was sent to ADJC in December, 2000, where he eventually was placed in the Encanto mental-health unit. After completing a number of programs he was released in July, 2002 to a group home, where he was required to continue anger-management and

These young men and women reflect the lessons learned from all staff who worked with them in secure facilities, in classrooms, in our parole offices, and in the day-to-day operations of the Arizona Department of Juvenile Corrections.

(Please see **Portraits of Success** on Page 4)

Portraits of Success (continued from Page 3)

Do you know of any youth who have found a pathway to success? Can you help ADJC Today share their stories with staff, families and interested members of the public? Please contact Steve Meissner at (602) 542-4303.

substance abuse counseling, as well as individual counseling for his mental health issues.

Paul qualified for Special Education services in his local high school district, where he received psychological counseling to assist with his education. He has completed all requirements for parole and has avoided any further problems with law enforcement. Paul received an Absolute Discharge on Dec. 12. 🐾

An Expression Of Thanks From An Officer's Family

On Dec. 4, 2003, The Arizona Department of Juvenile Corrections dedicated the conference room at its Tucson Community Resource Center to the memory of Ed Kelly, a former Tucson Parole Officer, who died in October, 2003.

Mr. Kelly had retired from state service but continued to work with ADJC youth as a religious volunteer.

Also honored with a plaque in the Tucson office was Larry Brokowski, a longtime ADJC employee, who was working as a parole officer in Pinal County when he was fatally injured in a car accident. Following the dedication ceremony Mr. Kelly's wife, who was unable to attend, sent Interim Director Michael Branham the following letter:

Dear Mr. Branham:

I was just informed on Monday December 1st, that my husband, Edward L. Kelly, is being honored with a room dedicated in his name at the Tucson Juvenile Parole Office.

This is an honor, not only for Ed, but for me, my son, Kamiel and daughter, Stacey. I would love to be at this most prestigious occasion, honoring my husband for the many years of service he has devoted to the Arizona Department of Juvenile Corrections.

It was Ed's duty as a Corrections Officer and as a Minister to help the youth of our community. One of Ed's favorite bible quotes is, "Let your light so shine before men, that they may see your good works, and glorify your Father Who is in heaven." (Matthew 5:16).

'This is a wonderful testament to Ed's services within our community.'

Although I am not here with you today, my heart and spirit is. This is a wonderful testament to Ed's services within our community and I thank you and the Department for recognizing Ed for the person that he really was.

For those of you who called and left comforting messages, sent floral tributes, cards, prayers and other expressions of kindness, I thank you. Each will serve to brighten our lonely days ahead. May God Bless you.

Johnnie R. Kelly
Wife of the Late Edward L. Kelly
Former Juvenile Corrections Officer

ADJC Today is the employee newsletter of the Arizona Department of Juvenile Corrections. Unless noted otherwise, articles are written by Director's Office staff. For comments or input, please contact the Director's Office at (602) 542-4303. This document is available in an alternative format upon request.